	Case 3:07-cv-03108-JSW Document 44	Filed 02/29/200	8 Page 1 of 38
1 2 3 4 5 6	MAUREEN E. MCCLAIN (State Bar No. 06205 Email: mcclain@kmm.com ALEX HERNAEZ (State Bar No. 201441) Email: hernaez@kmm.com KAUFF MCCLAIN & MCGUIRE LLP One Post Street, Suite 2600 San Francisco, California 94104 Telephone: (415) 421-3111 Facsimile: (415) 421-0938 Attorneys for Defendant DOLLAR TREE STORES, INC.	50)	
8 9 10 11	BETH HIRSCH BERMAN (VA Bar No. 28091) Email: bberman@williamsmullen.com WILLIAMS MULLEN 999 Waterside Drive 1700 Dominion Tower Norfolk, VA 23510 Telephone: (757) 629-0604 Facsimile: (757) 629-0660		
12 13	Pro Hac Vice Attorneys for Defendant DOLLAR TREE STORES, INC.		
14	UNITED STATES DI	STRICT COUR	RT
15	NORTHERN DISTRIC	T OF CALIFOR	NIA
16			
17	KASSONDRA BAAS and KELLY LOFQUIST,	CASE NO.	C 07-03108 JSW (ENE)
18	individually and on behalf of all others similarly situated,		TION OF PAULA
19	Plaintiffs,	BRADY	· · · · · · · · · · · · · · · · · · ·
20	V.	DATE: TIME:	April 4, 2008 9:00 a.m.
21	DOLLAR TREE STORES, INC.,	DEPT.: JUDGE:	Crtrm. 2, 17th Floor Hon. Jeffrey S. White
22	Defendant.		FILED: June 13, 2007
23		TRIAL DATE	: No date set.
24			
25			
26			
27	I, Paula Brady, declare as follow	s:	
28			
AIN &	DECLARATION OF PAULA PRADY		CASE NO. C 07 02400 ISW /ENE

KAUFF MCCLAIN & MCGUIRE LLP
ONE POST STREET
SUITE 2600
SAN FRANCISCO, CA 94104
TELEPHONE (415) 421-3111

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1 I am over the age of eighteen and have personal knowledge of the facts set forth below If called upon as a witness. I could testify competently thereto

- 2 I am employed by Dollar Tree Management, Inc ("DTM"), a wholly owned subsidiary of Dollar Tree Stores, Inc ("DTS") (DTM and DTS shall be referred to collectively as "Dollar Tree"), as a Human Resources Paralegal DTS has several wholly owned subsidiaries, including DTM, which operate from the same location as DTS' corporate office and exist for the sole purpose of providing support for the operations of DTS and its other wholly owned subsidiaries For example, DTS does not have its own Human Resources Department In my capacity as a Human Resources Paralegal for Dollar Tree, I am familiar with Dollar Tree's human resources records and have access to DTS' operations records
- 3 Dollar Tree owns and operates over 3,000 retail stores throughout the United States Approximately 220 of those stores are located in California
- 4 I have reviewed Dollar Tree's personnel records pertaining to Kassondra Baas Dollar Tree hired Ms Baas as an hourly associate in October 2005 She was promoted to Assistant Manager on April 5, 2006 She was terminated effective January 26, 2007
- 5 I have reviewed Dollar Tree's personnel records pertaining to Kelly Lofquist Dollar Tree hired Kelly Lofquist ("Lofquist") as an hourly associate in August 2006 She was promoted to Assistant Manager on October 1, 2006 Lofquist was terminated effective February 12, 2007
- 6 Dollar Tree maintains payroll information for all its employees. They are available in a report referred to as PR260 which, among other things, identifies the week, gross and net pay and type of pay i.e., regular, bonus, sick leave, etc. I ran these

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reports as to Ms Baas and Ms Lofquist in conjunction with this case and provided same to counsel for Dollar Tree These reports were produced at bates numbers DTB0076-84 (Lofquist) and DTB0085-0102 (Baas) and are attached hereto as Exhibit A Pages 6 (DTB 082) and 14 (DTB099) identify the number of overtime hours and amount of overtime pay received by Lofquist and Baas respectively

- Pages 20, 60 and 61 of Dollar Tree's Store Associates' Handbook, 7 attached as Exhibit B, sets forth its payroll and wage policies
- Dollar Tree's Policy & Procedures for Editing and Approving Time Records. 8 produced at Bates Number DTB1394 and attached hereto as Exhibit C, explains management's responsibilities regarding reviewing time records and ensuring their accuracy
 - Dollar Tree does not discipline its Store Managers for incurring overtime 9
- In the ordinary course of conducting its business, Dollar Tree maintains 10 payroll records for its hourly store employees using Fastech and Compass systems Through May 2006, the Fastech system was used by store employees to record their Dollar Tree then switched to the Compass system I ran the Fastech and time Compass reports that were provided to Resolution Economics to review for this case

I declare under penalty of penury under the laws of the Commonwealth of Virginia that the foregoing is true and correct

Executed in Chesapeake, Virginia this 29 day of February, 2008

Paula Brady

1251079v1

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EXHIBIT A

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PR260 Date: 06/29/07
Time: 16:03
                            Payment Detail Listing
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JOB SUBMISSION PARAMETERS

User Name: u0vhpb01 Job Name: PR260-Step Nbr: 1

Employee Group:
Employee:
Date:
Payment Type:
Payment Detail:
Payment Option: Employee Sequence: Notal Common Curr/Countries: N Process Level: Department: Processing Option: Company: RROK N 544168 -All Types Yes Detail Numeric No DOLLAR TREE STORES, INC. Company 544168

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Payment Detail Listing
PR260 Date 06/29/07
Time 16:03

Company 2 DOLLAR TREE STORES, INC. Payment Detail Listing
Date Range

Page

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544168 I Earnings HOL ON REG 3RD SHFT	44168 ings SHFT	168 98 FT	544168 L Earnings REG	544168 L Earnings REG 3RD SHFT	544168 arnings EG	Employee N
LOFQUIST, KELLY Hours, Units 4.23 21.20	LOFQUIST, KELLY Hours, Units 26.03	LOFQUIST, KELLY Hours, Units 26.42	LOPQUIST, KELLY Hours, Units 18.15	LOPQUIST, KELLY Hours, Units 18.43	LOFQUIST, KELLY Hours, Units 4.72	Name
09/15/06 60011136 Amount Tax Ded 37.44 FED TAX 155.82 SS Tax .10 MEDICARE CA WHTAX	8/06 600 x Ded D TAX Tax Tax DICARE DICARE MHTAX DS W/H	09/01/06 60004521 Amount Tax Ded 194.19 FED TAX 3.08 SS Tax MEDICARE CA WHTAX CADS W/H	08/25/06 60001288 Amount Tax Ded 133.40 FED TAX SS Tax MEDICARB CA WHTAX CADS W/H	8/18/06 4' Tax Ded FED TAX SS Tax MEDICARE CA WHTAX CADS W/H	06 4712414 Ded TAX AX CARE HTAX W/H	
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	191.67 Taxable Other 191.67 191.67 191.67 191.67	197.27 Taxable Other 197.27 197.27 197.27 197.27 197.27		က နှေထဲထဲထဲထဲရဲ	34.69 34.69 34.69 34.69 34.69 34.69 34.69	ay
16.35 Ded	16.19 Ded	16.67 Ded	11.28 Ded	11.45 Ded	Ded 2.93	Tax Deds
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26.98 Amount 11.99 2.81 1.55 10.63	26.73 Amount 11.88 2.78 1.53 10.54		18.62 Amount 8.28 1.93 1.07 7.34	18.90 Amount 8.40 1.97 1.08 7.45	Amount 2.15 .50 .28 1.91	Company Deds
177.01 Taxable 193.36 193.36 193.36 193.36	175.48 Taxable 191.67 191.67 191.67 191.67	180.60 Taxable 197.27 197.27 197.27 197.27	333. 333.	124.09 Taxable 135.54 135.54 135.54 135.54	Taxable 34.69 34.69 34.69 34.69	Net Pay

Pavment Detail Listing						
)6/29/07 L6:03	Company 2 Payment Detail Date Range	DOLLAR TREE STORES, Listing	3, INC.			Page 2
Employee Name	Date Pmt Nbr T	Type Gross 1	Pay Tax Deds	Other Deds	Company Deds	Net Pay
Hours, Earnings Units	Amount Tax Ded A		ble Other Ded	ount Cpy D	Ą	abl
544168 LOFQUIST, KELLY	09/22/06 60014491 S	System 277	277.74 23.46	0.00	38.74	• .
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		17.22 27 4.02 27	277.74	MEDI EXP	4.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0	277.74 277.74 277.74
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544168 LOFQUIST, KELLY	0017861	System 298	.42 25.22	0.00	41.63	273.20
Hours, Earnings Units	Tax Ded	14	able Other Ded	Amount Cpy Ded		Taxable 298.42
	E X E	18.50 4.33 29 29	298.42 298.42 298.42 298.42	MEDI EXP FUTA EXP CA SUI	16.41 2.39	298.42 298.42 298.42
544168 LOFQUIST, KELLY	10/06/06 60021280 S	System 179	.53 15.16	0.00	25.03	164.37
Hours, Earnings Units	Amount Tax Ded A	Amount Tax	able Other Ded 9.53	Amount Cpy Dec	₩	Taxable 179.53
	CADS	11.13 17 2.60 17 1.43 17	179.53 179.53 179.53 179.53	MEDI EXP FUTA EXP CA SUI	9 - 2	179.53 179.53 179.53
544168 LOFQUIST, KELLY	10/13/06 11050013 A	A.C.H 375.	38.86	0.00	52.43	9
Hours, Earnings Units REG 35.57 OVERTIME .08 3RD SHFT		Amount Tax 7.10 37 23.30 37 5.45 37	Taxable Other Ded 375.80 375.80 375.80	Amount Cpy Ded SS Exp MEDI EXP FUTA EXP CA SIII	Amount 23.30 5.45 3.01	Taxable 375.80 375.80 375.80 375.80
Dir Dep Distribution Bank 1149	CA WHIAX CADS W/H ID Bank Acco 24742 201943538	3,01 Deposit	75.80 nount Description 86.94 DEPOSIT			
544168 LOFQUIST, KELLY	10/20/06 11064578 2	A.C.H 391.			54.55	349.36
Hours, Earnings Units REG 37.22 3RD SHFT		Amount Tax 8.62 39 24.24 39 5.67 39	Taxable Other Ded 391.02 391.02 391.02 391.02	Amount Cpy Ded SS Exp MEDI EXP FUTA EXP CA STT	Amount 24.24 P 5.67 P 3.13	Taxable 391.02 391.02 391.02 391.02
Dir Dep Distribution Ban 114	CA WHITAX CADS W/H Bank ID Bank Account Number 114924742 2019435382	3.13 Deposit	91.02 Mount Description 19.36 DEPOSIT	\$:

Case	e 3:07-cv-03108-	JSW Document	44 Filed 02/29	/2008 Page 8 o	of 38
544168 Earnings REG 3RD SHFT	54416 rnings G UBLE D SHFT	544168 Earnings REG 3RD SHFT Dir Dep Di	544168 Earnings REG 3RD SHFT	544168 Earnings REG 3RD SHFT	Payment PR260 Date 0 Time 1 Employee Na
LOFQUIST, KI Hours, Units 35.98	: 5	B LOFQUIST, KI Hours, Units, 36.03	8 LOFQUIST, KI Hours, Units 33.32	8 LOPQUIST, KI HOURS, Units 34.25	Detail 6/29/07 .6:03
Amoun 377.7	KELLY 11 Amount 365.19 127.48 12.00 114924742	KELLY 11 Amount 378.32 2.80 Bank ID E 114924742	Amoun 349.8 349.2	Amoun 359.6 .4 ID 4742	Listing
Tax Ded FED TAX SS Tax MEDICAR CA WHTA CADS W/	./17/06 Tax Ded FED TAX SS Tax MEDICAR CAB W/A CADS W/A ACADS W/A	Tax Ded FED TAX SS Tax MEDICAR CA WHTA CADS WHTA OADS WAR Sank Acc	Tax Ded FED TAX SS Tax MEDICAR CA WHTA CADS W/TA CADS W/	Tax Ded FED TAX SS Tax MEDICAR CA WHTA CADS W/ Bank Acc	Company Payment Date Rar
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378. Taxa 378 378 378 378 378	Deposit	381. Taxa 381 381 381 381 381 Deposit Amc	Deposit	360.04 Taxable 360.04 360.04 360.04 360.04 360.04 360.04 Deposit Amount 324.09	TREE STORE
72 phble Other D	Other Descri	Other Descr	e Other 4 4 4 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Other Descr	INC.
39.40 Ded	Ded Ded Trion	39.84 Ded	4. on	Ded Jption	Ded
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339.32 Taxable 378.72 378.72 378.72 378.72 378.72	435.10 Taxable 504.67 504.67 504.67	341.28 Taxable 381.12 381.12 381.12 381.12	316.03 Taxable 350.14 350.14 350.14 350.14	600. 600.	Page 3

	Case 3:07-cv-0	3108-35W Docui	ment 44 Filed (02/29/2008 Pag	e 9 of 38
168 Igs IfT	Earnings REG 3RD SHFT Dir Dep Di	4416 ings TIME SHFT Dep	544168 : Earnings REG 3RD SHFT Dir Dep Di	544168 l Earnings HOL OFF REG 3RD SHFT	Payment PR260 Date Time Time Employee Months Dir Dep Dis
LOFQUIST, KI Hours, Units 37.78	Distribution	ı 🗗 🦠	urs, its .45	QUIST, Hours, Units 8.00 29.45	Detail 06/29/07 16:03
KELLY 12 Amount 396.69 4.01	Amount 367.19 1.88 1.88 ID I 114924742	Amoun 420.0 6.7 1.7 1.7 1.7	ELY Amoun 393.2 3.2 3.1 114924742	Amoun 84.0 309.2 3.2 Bank ID 114924742	Listing Bank ID 114924742
2/29/06 Tax Ded FED TAX SS Tax	Tax Decire Tax Scrax MEDICAH CA WHIF CAMEN WAS 3530194353	Tax Ded Tax Ded FED TAX SS TAX MEDICAN METICAN CAN WHIP CADS W/ CADS W/ 3ank Acc	72/08/06 Tax Ded FED TAX SS Tax MEDICAR CA WHTA CADS W/ Bank Acc 20194353	Tax FED SS T MEDI CA W CADS 3ank 20194	Company Payment De Date Range Date Pmt Date Pmt Bank Account 2019435382
11207505 A.C.H Amount 9.59 24.85	Amount 6.43 22.88 5.35 Number	Amount 12.37 26.57 6.22 97 3.43 Number	Amount 9.17 24.58 5.75 3.17 Number	7369 A.C.H Amount 9.16 24.58 5.74 Number	2 DOLLAR stail Listin
400.70 Taxable 400.70 400.70	369. 369. 369. 369. 297.	428.50 Taxable 428.50 428.50 428.50 428.50 428.50 344.94	6.4 96. 96. 96. 19. 19.	396.43 Taxable 396.43 396.43 396.43 396.43 396.43 396.43 396.43 353.78	REE STORES, Gross Pay eposit Amoun 339.3
43.45 0 CHILD SP 0 GFEE	Other De CHILD SI GFEE Descript	49.56 e Other Ded O CHILD SP O GFEE O O L Description 4 DEPOSIT	42.6 Other Ded CHILD SP GFEE Description DEPOSIT	42.65 e Other Ded 3 3 t Description b Description	Tax De
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55.90 d Amount 24.85 p 5.81	Amou 22. 5. 2. 20.	59.79 Amount 26.57 6.22 9.3.43 23.57	 	55.29 Amount 24.58 5.74 3.17 21.80	Company Deds
323.25 Taxable 400.70 400.70	Taxable 369.07 369.07 369.07 369.07	344.94 Taxable 428.50 428.50 428.50 428.50	319.79 Taxable 396.46 396.46 396.46 396.46	353.78 Taxable 396.43 396.43 396.43 396.43	Page 4 Net Pay

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PR260 Date 06/29/07 Time 16:03	Company 2 DOLLAR TREE STORES, Payment Detail Listing Date Range	S, INC.			Page 5
oyee Na	e Pmt Nbr Type Gross	Pay Tax Deds	Other Deds Com	Company Deds	Net Pay
Earnings Units	Ded Amount 7	Taxable Other Ded 400.70	mount Cpy Ded FUTA EXP CA SUI	0 10 13	Taxable 400.70 400.70
Dir Dep Distribution	WHIAA DS W/H 3.20 Account Number Deposit 9435382	Description DEPOSIT	Ç		
544168 LOFQUIST, K	KELLY 01/05/07 11223653 A.C.H 239	239.61 19.77	34.00	31.99	185.84
Earnings Units HOL OFF 8.00 REG 14.82	Amount 7 14.86 3.47	Raxable Other Ded 239.61 CHILD SP 239.61 GFEE 239.61	Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP	Amount 14.86 3.47 1.92	Taxable 239.61 239.61 239.61 239.61
Dir Dep Distribution	CA WHTAX CADS W/H 1.44 23 Bank ID Bank Account Number Deposit Am 114924742 2019435382	Description DEPOSIT	CA SOL	11.74	239.
544168 LOFQUIST, K	KELLY 01/12/07 11238845 A.C.H 210.:	17.34	34.00	28.06	158.87
nings	nt Tax Ded Amount 21 FED TAX SS Tax MEDICARE 3.05 CA WHTAX CADS W/H 1.26		Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP CA SUI	Amount 13.03 3.05 1.68 10.30	Taxable 210.21 210.21 210.21 210.21 210.21
Dir Dep Distribution	unt Number Deposit 2	Description DEPOSIT	1	:	
,	XELLY 01/19/07 11266550 A.C.H 386	39	0		w
Earnings Units REG 36.84	Ped Amount PAX 7.43 PAX 23.98 PARE 5.61 PAX	Taxable Other Ded 386.83 CHILD SP 386.83 GFEE 386.83 GFEE 386.83	Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP CA SUI	Amount 23.98 5.61 3.09 18.95	Taxable 386.83 386.83 386.83 386.83
Dir Dep Distribution	ID Bank Account Number Deposit 24742 2019435382	Descriptio DEPOSIT	l		! ! !
- 1	жих 01/26/07 11280707 A.C.H 39	1.55 40.22	34.00	52.29	317.33
Earnings Units REG 37.29	Amount AX 7.91 AX 24.28 ARE 5.68	Taxable Other Ded 391.55 CHILD SP 391.55 GFEE 391.55	Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP CA SUI	Amount 24.28 5.68 3.14 19.19	Taxable 391.55 391.55 391.55 391.55
Dir Dep Distribution	Deposit	Amount Description 317.33 DEPOSIT			

ment Detail L	N			
PR260 Date 06/29/07 Time 16:03	Company 2 DOLLIAR T Payment Detail Listing Date Range -	IKEE STOKES,		
Employee Name	Date Pmt Nbr Tvpe	Gross Pay Tax Deds	Other Deds	Company Deds
544168 LOFQUIST, KELLY	02/02/07 11296412	H 415.80 44.63	34.00	55.50
Hours, Earnings Units REG 39.60	Amount Tax Ded Amount 415.80 FED TAX 10.33 SS Tax 25.78 MEDICARE 6.03	Taxable Other Ded 415.80 CHILD SP 415.80 GFEE 415.80	Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP	Amount 25.78 6.03 3.32
Dir Dep Distribution	CA WHTAX CADS W/H Bank ID Bank Account Number 114924742 2019435382	415.80 415.80 Deposit Amount Description 337.17 DEPOSIT		
544168 LOFQUIST, KELLY	LY 02/09/07 11311307 A.C.H	H 343.35 31.42	.0	ÜΠ
Hours, Earnings Units REG 32.70	Amount Tax Ded Amount 3.09 343.35 FED TAX 3.09 SS Tax 21.29 MEDICARE 4.98	nt Taxable Other Ded 09 343.35 CHILD SP 29 343.35 GFEE 98 343.35	Amount Cpy Ded 33.00 SS Exp 1.00 MEDI EXP FUTA EXP CA SUI	Amount 21.29 4.98 2.75 16.82
Dir Dep Distribution	unt Nu	Deposit	; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	
544168 LOFQUIST, KELLY	LY 02/12/07 2420 Manual	1,022.63 247.0	775.5	136.51
Earnings Units BONUS	Tax Ded FED TAX	Taxable 1,022.63	SS ES	Amount
PTO TIME 40.00 REG 28.18 OVERTIME .53 3RD SHFT		1,022.63 CHILD 1,022.63 GPEE 1,022.63 GFEE 1,022.63 FAIDOU	11.54 MEDI EXP 1.00 FUTA EXP 1.00 CA SUI 729.01	14.82 8.18 50.11
Totals Employee		093.8	ш	1,291.
	Tax Ded FED TAX		SS EJ	Amount 581.83 136.07
HOL SHEI HOL SHEI OVERTIME 1.82 DOUBLE 13.82 HOL OFF 16.00 BONUS	37.44 MEDICARE 136.07 25.00 CA WHTAX 38.58 241.40 CADS W/H 69.05 168.00 297.93	9,384.27 9,384.27 9,384.27 9,384.27	729.01 FUTA EXP CA SUI	
PTO TIME 40.00	•)		
	Total ACH	5,671.97	;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	

****		Totals Country, Currency	PR260 Date 06/29/07 Time 16:03	Payment Detail Listing
****** Report Completed ********	US United States o USD		Company 2 DOLLAR TREE STORES, INC. Payment Detail Listing Date Range	
	9,384.27	Gross Pay	E STORES, INC	
	1,093.84	Deds		
	1,115.55			
	1,291.04	Other Deds Company Deds		
	7,174.88	Net Pay	; ; ;	Dagge 8

JOB SUBMISSION PARAMETERS

Payment Type: All Types
Payment Detail: Y
Report Option: D
Employee Sequence: N
No
No

489754 -

489754

Company

Process Level:
Department:
Processing Option:

Company:

DOLLAR TREE STORES, INC

		· ·	·			
489754 Earnings REG	489754 Earnings REG 3RD SHFT	489754 Earnings HOL ON REG	489754 Earnings REG	489754 Earnings REG	489754 Earnings REG	Employee
BASSIGNANI, Hours, Units 26.30	BASSIGNANI, Hours, Units 31.67	BASSIGNANI Hours, Units 7.67 24.90	BASSIGNANI. Hours, Units 23.52	BASSIGNANI, Hours, Units 18.82	2 d # E	Name
KASSONDRA 12/16/05 Amount Tax Del 193.31 FED TA SS Tax MEDICA CA WHT	KASSONDRA 12 Amount 232.77	KASSONDRA 12/02/05 Amount Tax De 67.88 FED TA 183.02 SS Tax MEDICA CA WHI CADS W	KASSONDRA 11/25/05 Amount Tax Development Tax Development Tax Tax NSS Tax MEDICAN CA WHIT CADS W	KASSONDRA 11/18, Amount Tax 138.33 FED MED) CAN	KASSONDRA 11/10/05 Amount Tax De 172.73 FED TA SS Tax MEDICA CA WHT CADS W	Date
46443735 d X X RRB AX	2/09/05 46415543 Tax Ded FED TAX SS Tax MEDICARE CA WHTAX CADS W/H	2/02/05 46389585 Tax Ded FED TAX SS Tax MEDICARB CA WHTAX CADS W/H	L/25/05 46364323 Tax Ded FED TAX SS Tax MEDICARS CA WHTPAX CADS W/H	11/18/05 46340156 t Tax Ded t Fab Tax SS Tax MEDICARE CA WHTAX CADS W/H	/10/05 46317578 Tax Ded FED TAX SS Tax MEDICARE CA WHTAX CADS W/H	Pmt Nbr
System Amount 8.08 11.98 2.80	System Amount 12.03 14.44 3.37 09 2.51	System Amount 13.89 15.56 3.64 3.71	System Amount 6.04 10.71 2.51	System Amount 2.58 8.58 2.01	System Amount 6.02 10.71 2.50	Туре
မော်မော်မော်မေ	232.84 Taxable Other 232.84 232.84 232.84 232.84 232.84	250.90 Taxable Other 250.90 250.90 250.90 250.90 250.90	172.87 Taxable Other 172.87 172.87 172.87 172.87 172.87 172.87	138.33 Taxable Other 138.33 138.33 138.33 138.33	172.73 Taxable Other 172.73 172.73 172.73 172.73 172.73	Gross Pay
24.95 er Ded LD SP	32.4 Ded	36.07 er Ded	21.13 er Ded	14.6 Ded	21.1 Ded	Tax Deds
by DI TA SU	0.00 Amount Cpy Ded SS Exp MEDI EXP FUTA EXP CA SUI	. 02HB4	0.00 Amount Cpy Ded SS Exp MEDI EXP FUTA EXP -CA SUI	SHIES	Amount Cpy Ded SS Exp MEDI EXP FUTA EXP CA SUI	Other Deds
28. Amou 11. 2. 1. 11.	a Am	36. Amou 15. 3. 2. 15.	25. Amou 10. 2. 1.	20.2 Amoun 8.5 2.0 1.1.1 8.5	25.30 Amount 10.71 2.50 XP 2.50 1.38 10.71	Company
14.18 13.31 13.31 13.31 13.31		214.83 Taxable 250.90 250.90 250.90 250.90	151.74 Taxable 172.87 172.87 172.87 172.87		Taxable 172.73 172.73 172.73 172.73	Net Pay

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489754 Earnings REG	489754 Earnings REG Dir Dep Di	489754 Earnings REG Dir Dep Di	489754 Earnings REG	489754 Barnings REG OVERTIME	Employee Earnings
BASSIGNANI, Hours, Units 22.63	Hours, Units 15.89	189754 BASSIGNANI, Hours, Units 13.60 Dep Distribution	BASSIGNANI, Hours, Units 23.18	BASSIGNANI, HOURS, Units 28:36	Name Hours, Units
Amount Ta 166.33 FEE CA CA	A 0 6.79	KASSONDRA 01/06/06 1 Amount Tax Ded 99.96 FED TAX SS Tax MEDICARE CA WHTAX CADS W/H Bank ID Bank Acco 121132394 100018897	KASSONDRA 12/30/05 4 Amount Tax Ded 170.38 FED TAX SS Tax MEDICARE CA WHTAX CADS W/H	KASSONDRA 12/23/05 46 Amount Tax Ded 208.45 FED TAX 1.87 SS Tax MEDICARE CA WHTAX CADS W/H	
10450109 A d X X X X X X YH	10435038 A.C Amo 7 ES 1 X X H Ount Number	06 10418913 A.C Amo CAX	46499265 Sys d Amo X 100 RE 2	46471427 Sys 3 Amo K 13 3 3 3 4 7 H 2 2	Pmt Nor Ty d An
	1 Deposit	t 0 0 Deposit			Gro
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Earnings REG	489754 I	Earnings REG Dir Dep Dis	489754 I	Earnings REG Dir Dep Dis	489754 1	Earnings REG	489754 E	Earnings REG Dir Dep Dis	489754 B	Dir Dep Distribution	Employee N	Payment Detail PR260 Date 06/29/07 Time 15:57
Units 30.53	BASSIGNANI,	Units 15.08 Distribution	BASSIGNANI,	mours, Units 20.98 Distribution	BASSIGNANI,	Hours, Units 19.88 Distribution	BASSIGNANI,	lings Units 33.95	BASSIGNANI,	stribution	Name	ł
Amount 224.40	KASSONDRA	Amount 110.84 Bank ID 121132394	KASSONDRA	Amount 154.20 Bank ID 121132394	RA	Amount 146.12 Bank ID 121132394	•	Amount 249.54 Bank ID 121132394	KASSONDRA	Bank ID 121132394		Listing
t Tax Ded FED TAX SS Tax	02/24/06 10	Tax FED SS T MEDI CA W CADS Bank 10001	02/17/06 105	Tax SS SS MED CAD CAD Bank	02/10/06 104	t Tax Ded 2 FED TAX SS Tax MEDICARE CA WHTAX CADS W/H Bank Account 1000188973	02/03/06 104	t Tax Ded 4 FED TAX SS Tax MEDICARE CA WHITAX CADS W/H Bank Account 1000188973	01/27/06 104	Bank Account 1000188973	Date Pmt	Company Payment De Date Range
Amount 11.00 13.92	10534249 A.C.H	Amo 6 1 Number	10515971 A.C.H	Amount 3.98 9.56 2.24 2.24 1.23	10499849 A.C.H	Amount 3.17 9.06 2.12 1.17 1t Number	10484563 A.C.H	Amount 13.51 15.47 3.62 2.00 2.00 at Number	10467184 A.C.H	t Number	it Nbr Type	2 DOLLAR TREE Detail Listing
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Amount 89.09 S		Amount 0 46.50 St 4.23 M		Amount 4 68,60 St M		Amount of 65.30 st		Amount (107.37 SS MM	10	1 1 1	Other Deds	
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1axab1e 224.40 224.40	97.22	Taxable 110.84 110.84 110.84 110.84	50.75	Taxable 154.20 154.20 154.20 154.20	68.59	ა თიით ხ	65,30	Taxable 249.54 249.54 249.54 249.54	107.37	1	Net Pay	Page 3

PR260 Date 06/29/07 Time 15:57
Employee Name
Earnings Units Dir Dep Distribution
489754 BASSIGNANI
Earnings Hours, Units REG 34.34
489754 BASSIGNANI Hours, Earmings Units
REG 19.17 Dir Dep Distribution
489754 BASSIGNANI
Earnings Units REG 28.85
489754 BASSIGNANI
Earnings Units REG 22.25
Dir Dep Distribution

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489754 Earnings REG OVERTIME	489754 Earnings REG OVERTIME Dir Dep D	489754 Earnings REG CVERTIME 3RD SHFT Dir Dep D	489754 Earnings REG OVERTIME Dir Dep D	Earnings REG	Employee
BASSIGNANI, Hours, Units 39.68 1.42	# BASSIGNANI, Hours, Units 39.36 2.02 Distribution	Hours, Units, 39.69	189754 BASSIGNANI, Hours, Ings Units 38.63 2TIME 1.33 Dep Distribution	Hours, Units 35.35	Name PASSIGNANI.
KASSONDRA 0: Amount 416.64 22.37	4 65	KASSONDRA 0 Amount 416.75 55.47 55.47 .50 Bank ID 121132394	NDRA Amoun 405.6 20.9 32394	: * · · · · · · · · · · · · · · · · · ·	KASSONDRA
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10742048 A.C.H Amount 38.28 25.84 6.04 X 2.98 H 3.34	10724537 A.C.H Amount 39.20 26.23 6.13 X 3.10 H 3.38 ount Number 73		10692697 A.C.H Amount 36.42 25.07 EE 5.87 1X 2.73 H 3.23 Sount Number 773	Amo 12 14 14 3 3 Number	Pmt Nbr Type
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t Tax Ded 9 FED TAX 2 SS Tax		CADS W/H Bank Account 1000188973			CADS W/H Bank Account 1000188973			CADS W/H Bank Account 1000188973		6/09/06	CADS W/H Bank Account 1000188973		1	Bank Account 1000188973	Date Pmt	Payment Decail Date Range
Amount 33.38 23.81	0375 A.C.H	3.03 Number	Amount 32,56 23,47 5,47	5410 A.C.H	2.30 Number	Amount 18.96 17.86 4.18	0655 A.C.H	3,00	231,95 23,22 5,43		2.89	Amount 30.07 22.44 5.25	9776 A.C.H	Number	Nor Type	e
Taxable 384.09 384.09	406.31		Taxable 378.59 378.55	400.85		Taxable 287.97 287.97 287.97 287.97	310.23		374.55 374.55 374.55	396.81		Taxable 361.99 361.99 361.99 361.99	384.25		Gross Pay	
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Dir Dep D	Earnings REG CVERTIME 3RD SHFT	489754	Earnings REG 3RD SHFT	489754	Earnings REG 3RD SHFT	489754	Earnings REG 3RD SHFT	489754	Earnings Dir Dep D	Employee
Distribution	Units 31.25 .23	BASSIGNANI,	Units 30.42 Distribution	BASSIGNANI,	Units 31.47	BASSIGNANI,	ungs Units 38.40 SHFT Dep Distribution	BASSIGNANI,	Hours, Units Distribution	Name
Bank ID 121132394	Amount 328.13 3.63 .83	KASSONDRA	Amount 319.41 .61 .61 .61 .61 .61 .61 .61 .61 .61 .6	RA	Amount 330.44 1.88 1.81 1.81 1.81 1.81	KASSONDRA	Amoun 403.2 1.0 1.0 nk ID 1132394	KASSONDRA		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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	Amount 22.32 19.24 4.50	706 A.C.H	Amount 20.43 18.43 4.32 .68 2.38 Number 1	285 A.C.H	Amcunt 22.28 19.22 4.50 0.85 2.48 Number I	008 A.C.H	Amount 33.07 23.69 5.59 5.28 2.28 3.06 Number I	>	Amount 5.57 2.33 3.07 mber	Nbr Type
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Hours, Units	BASS	Distribution	Units, 22,92	BASS	Distribution	Units 7.63 30.47	BASSIGNANI,	Distribution	Units 39.40	BASS	Distribution	Hours, Units 39.48	BASSIGNANI,	Distribution	Name	9 06/29/07 9 15:57	Detail
Amount 242.36 397.74	KASSONDRA	Bank ID 121132394	Amount 240.66	KASSONDRA	Bank ID 121132394	Amount 91.56 . 319.94	KASSONDRA	Bank ID 121132394	Amount 413.70 1.05	KASSONDRA	Bank ID 121132394	Amount 414.55 1.40	KASSONDRA (Bank ID 121132394			Lisung
t Tax Ded 6 FED TAX 14 SS Tax	09/29/06 110	CA WHTAX CADS W/H Bank Account 1000188973		09/22/06 110		t Tax Ded 6 FED TAX 4 SS Tax 6 MEDICARE CA WHTAX	09/15/06 1099	CADS W/H Bank Account 1000188973		09/08/06 10975050	CADS W/H Bank Account 1000188973	Tax Ded FED TAX SS Tax MEDICARE CA WHTAX	09/01/06 10960666	Bank Account 1000188973	Date Pmt	Company Payment De Date Range	
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	Dir Dep D	Earnings BONUS REG 3RD SHFT	489754	Dir Dep D	Earnings REG OVERTIME 3RD SHFT	489754	Dir Dep D	Earnings REG OVERTIME 3RD SHFT	489754	Dir Dep D	Earnings REG 3RD SHFT	489754	Dir Dep Di	Earnings 3RD SHFT		
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1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Bank ID 121132394	Amount 314.31 363.30 .86	KASSONDRA	Bank ID 121132394	Amount 326.66 2.37	KASSONDRA	Bank ID 121132394	Amount 409.82 28.71 1.11	KASSONDRA	Bank ID 121132394	Amount 390.92	KASSONDRA	NH	Amount	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
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Hours, Units 35.78	BASSIGNANI.	37.45 SHFT Dep Distribution	Units	BASSIGNANI,	Distribution	Units 31.47	BASSIGNANI,	Distribution	Units 36.85	BASSIGNANI, Hours,	Distribution	Units 35.03	BASSIGNANI,	Name	06/29/07 15:57	Payment Detail L
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Payment Detail Listing		1		Page 13
PR260 Date 06/29/07 Time 15:57	Payment Detail Listing Date Range			
Emplovee Name	Date Pmt Nbr Type	Gross Pay Tax Deds	Other Deds Company Deds	Deds Net Pay
Dir Dep Distribution	Bank ID Bank Account Number 121132394 1000188973	Deposit Amount Description 264.12 DEPOSIT	4 1	; 1 1 1
489754 BASSIGNANI,	KASSONDRA 12/08/06 11171933 A.C.H	396.10 65.56		28.60 278.43
Earnings Units REG 37.58 3RD.SHFT	Amount Tax Ded Amount 394.59 FED TAX 31.85 1.51 SS Tax 23.18 MEDICARE 5.42 CA WHTAX 2.12	Taxable Other Ded 373.84 PTINS 373.84 CHILD SP 373.84 GFEE 373.84	Amount Cpy Ded Am 22.26 SS Exp 28.85 MEDI EXP 1.00 FUTA EXP CA SUI	Amount Taxable 373.84 373.84 5.42 373.84
Dir Dep Distribution	CADS W/H Bank Account Numl 94 1000188973	Depósit		
489754 BASSIGNANI,	KASSONDRA 12/15/06 11188867 A.C.H	733.35 197.32		
Earnings Units BONUS REG REG 38.38	Amount Tax Ded Amount 327.98 FED TAX 115.24 402.99 SS Tax 44.09 2.38 MEDICARE 10.31 CA WHTAX 21.99	Taxable Other Ded 711.09 PTINS 711.09 CHILD SP 711.09 GFEE 711.09	Amount Cpy Ded Am 22.26 SS Exp 28.85 MEDI EXP 1.00 FUTA EXP CA SUI	Amount Taxable 711.09 10.31 711.09
Dir Dep Distribution	k ID Bank Account Number 132394 1000188973	Deposit		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
489754 BASSIGNANI,	KASSONDRA 12/22/06 11204418 A.C.H	380.28 61.53	52.11	
Earnings Units REG 36.03	Amount Tax Ded Amount 378.32 FED TAX 29.47 1.96 SS Tax 22.20 MEDICARE 5.19 CANS W/H 2.86	Taxable 358.02 358.02 358.02 358.02 358.02	Amount Cpy Ded Am 22.26 SS Exp 2 28.85 MEDI EXP 1.00 FUTA EXP CA SUI	Amount Taxable 22.20 358.02 5.19 358.02
Dir Dep Distribution	unt Num	Deposit Amount Description 266.64 DEPOSIT		
489754 BASSIGNANI,	KASSONDRA 12/29/06 11207504 A.C.H	236.73 28.12	52.11	
Earnings Units REG 22.45 3RD SHFT	Amount Tax Ded Amount 235.73 FED TAX 10.00 1.00 SS Tax 13.29 MEDICARE 3.11 CA WHTAX 1.72	Taxable 214.47 214.47 214.47 214.47 214.47	Amount Cpy Ded Am 22.26 SS Exp 1 28.85 MEDI EXP 1.00 FUTA EXP CA SUI	Amount Taxable 13.29 214.47 214.47
Dir Dep Distribution	Bank LD Bank Account Number 121132394 1000188973	O DEPOSIT	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
489754 BASSIGNANI,	KASSONDRA 01/05/07 11223652 A.C.H	}	52.11	•
Earnings Units REG 29.90 OVERTIME .30	Amount Tax Ded Amount 19.88 13.95 FED TAX 19.88 4.73 SS Tax 18.40	Taxable Other Ded 8 296.77 PTINS 0 296.77 CHILD SP	AMOUNT CPY Ded AM 22.26 SS EXP 1 28.85 MEDI EXP	18.40 296.77 4.30 296.77
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Payment Detail Listing

		Employee Name	Payment Detail Listing PR260 Date 06/29/07 Time 15:57
	Total ACH	Date Pmt Nbr Type	Company 2 DOLLAR TREE Payment Detail Listing Date Range
NOO	12,228.36	Gross Pay Tax Deds	TREE STORES, INC.
CONFIDENTIAL DIBO100		Other Deds Company Deds	
100	7 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Net Pay	Page 15

Totals Company

ompany syment	2 Detail	DOLLAR TREE STORES, INC.	Ţ,
ite Range	nge -		
		Gross, Pay	Tax
	1 !	21,316.44	3,64
Ded	Amount	Taxable	Other Ded
XAT	1,751.64	20,270.22	IIHO
CARE	293.91	20,270.22	GRN REIM
A CAPTURE	176 79	20.270.22	GEEE

Company Deds 2,218.02

Page

17

Net Pay 13,446.55

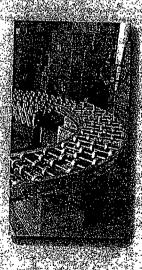
EXHIBIT B

DOLLAR TREE STORES

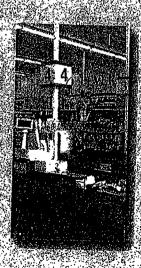


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DTC00559

Introduction to Dollar Tree Stores

adjustments. Mistakes may occasionally occur, so we ask that you bring them to the attention of your supervisor as soon as they are discovered. We appreciate your hard work and loyalty to Dollar Free and we want to pay you for every minute of it.

Jpon termination, whether voluntary or involuntary,

your final paycheck will be issued to you as

Dollar Tree requires at least two weeks notice of

voluntary quit.

Termination Of Employment

Introduction to Dollar Tree Stores

normally scheduled, unless circumstances direct

otherwise.

Be sure to notify your manager of any address

change so that you will receive your W-2.

necessary or if it is in the best interest of the Dollar Tree has the right to terminate your employment at any time should it become

Wage And Hour Policy

hourly paid associates to be paid in full for all time Federal Law and Dollar Tree's policies require all company reports or any other work or services worked. This includes time spent performing administrative or other functions, preparing performed for the company.

termination of both the associate working the hours and person(s) responsible for letting it occur. It is worked at the end of the workweek to the nearest quarter hour and make note of it for your personal Associates who do not record all time worked or who otherwise violate this time clock policy are subject to corrective action which may include recommended that you count your own time

Check your pay stubs to be sure you are paid for all pay, notify your supervisor and s/he will make any time worked. If there is any question about your

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Dollar Tree Store Associates' Handbook

which case final wages will be paid on the effective associate has given at least 72 hours notice, in wages within 72 hours of resigning, unless the date of the resignation.

California Dollar Tree Stores Addendum

Overtime

of 8 hours in any workday and more than 40 hours worked in excess of 12 hours in a single workday associate's regular rate of pay) for work in exces in any workweek, and double time for all hours Dollar Tree pays overtime (11% times the

th Day Premium

Dollar Tree pays 11% the associate's regular rate of consecutive day of work in a single workweek and touble time for all hours worked in excess of 8 or pay for the first 8 hours worked on the 7 hat day,

Reporting Time Pay

required to report for work, but is provided less tha half of his or her usual or scheduled day's work, In certain circumstances, when an associate is s/he will be paid for half a day's work, but in no event less than 2 or more than 4 hours, at the associate's regular rate of pay.

Breaks And Meal Periods

10-minute paid break for every 4 hours of work Dollar Tree complies with California law for scheduling breaks and meal periods:

Any associate working more than a 10-hour day. which may be waived with mutual consent if the 30-minute lunch break for 5 hours of work, entitled to an additional 30-minute unpaid meal associate is scheduled to work a 6-hour shift.

period, which may be waived with mutual consent if he associate is scheduled to work no more than 12

Paid Time Off

until s/he takes time off and his or her PTO balance from calendar year to calendar year in compliance Dollar Tree permits the carry-over of paid time off amount of PTO that may be banked is set at 120 accumulated this maximum, PTO will not accrue nours, or twice the associate's annual accrual, whichever is greater. Once an associate has with California law. However, the maximum has dropped below the cap

Paid Family Leave



Development Department (EDD) not Paid Family Leave (PFL), which is when they take time off work to (1) administered by the Employment Dollar Tree, is an unemployment associates who suffer a wage I compensation benefit paid to

leave of absence or reinstatement rights, but simply month period. PFL does not create any rights to a associate's initial receipt of PFL benefits, one week care for a seriously ill family member associates. Dollar Tree may require an associate connection with foster care or adoption. Qualified associates, as defermined by the EDD, are eligible to use up to 2 weeks of accrued PTO prior to the of which will be applied to the PFL 7-day waiting or (2) bond with a new child during the first year period. Associates must meet all EDD eligibility provides partial wage replacement for qualified for a maximum of 6 weeks of benefits in a 12after the birth or placement of the child in

Bollar Tree Store Associates' Handbook

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EXHIBIT C

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Dollar Tree Stores, inc. Policy and Procedure Revised: 8/21/2006 4:45 PM

Editing and Approving Time Records

Purpose and Overview

The purpose of this document is to provide guidelines for editing and approving time records in the Time and Attendance System.

Managers must edit time records when there are clocking issues to ensure that associates are paid accurately for all time worked. By editing the records, managers can correct warnings, violations and inform messages on the timesheets. The time records cannot be processed until all warnings and violations have been corrected and the manager has approved them. The manager must approve payroll records each week. The manager's approval is a compliance requirement.

Responsibility Level	/el:	Lev	willid	onsi	Reso
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- ☑ Regional Director
- ☐ Field Human Resources
- ☑ District Manager
- ☑ Store Manager
- M Assistant Manager

Policy

- Hourly associates must record all time worked electronically by clocking in and out on the time clock.
- b. Managers must review timesheets on a daily basis and correct any outstanding violations, warnings or inform messages.
- c. Violations on a timesheet must be corrected prior to approving payroll for the week. Associates that have violations will not be paid for the entire week.
- d. Warnings on the timesheet must be corrected prior to approving payroll for the week. Associates that have warnings will not receive pay for the slice of time that contains the warning.
- e. At the end of each pay week, managers must review and approve of their associates' hours.
- f. Assistant managers can approve associate hours, but they cannot approve of their own hours. The District Manager must be alerted when a Store Manager is away and cannot approve payroll. If the District Manager is unavailable, the Regional Director must be contacted.
- g. After approving payroll, Store Managers are to print the "Payroll Summary Report." Associates must sign the printed report next to their total hours for the week.

Dollar Tree Stores, Inc. Policy and Procedure Revised: 8/21/2006 4:45 PM

Editing and Approving Time Records

Related Procedural Training Materials

- Compass Time and Attendance Quick Start Compass Time and Attendance Daily Responsibilities

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